



THE ARMY'S EO PROGRAM AND POLICIES



Overview

- ✦ The Army's EO Policy
- ✦ EO Program Concept
- ✦ EO Principles
- ✦ EO Program Components
- ✦ Related EO Programs



The Army's EO Policy

- ★ Equal treatment for soldiers, family members, and DOD civilian employees
- ★ Provide an environment free from sexual harassment
- ★ APPLIES TO:
 - ★ On and Off Post
 - ★ Working, Living, and Recreational Environments



Commanders

- ✦ Develop and implement EO programs
- ✦ Identify unlawful discriminatory practices
- ✦ Promote EO and interpersonal harmony
- ✦ Conduct EO training on a continuous basis
- ✦ Monitor and assess the execution of EO programs
- ✦ Publish and post written command policy statements
- ✦ Ensure unit EORs are appointed and trained
- ✦ Conduct assessment within 90 days then annually



EO Program Concept

- ✦ Formulates, Directs, and Sustains
- ✦ Strives to ensure fair treatment of all soldiers
- ✦ Responsibilities of Leadership
- ✦ Function of Command



EO Principles

- ★ Commanders and Leaders are responsible for unit EO
- ★ Promote harmony, do not merely avoid disorder
- ★ Support individual and cultural diversity
- ★ Discipline will not be compromised
- ★ Fair and equal treatment for all soldiers and employees are emphasized



EO Program Components

- ★ Leader Commitment
- ★ Sequential and Progressive training
- ★ Effective and Responsive complaint system
- ★ Affirmative Action Plan
- ★ Feedback Mechanism
- ★ EO Advisors



Related EO Program Elements

- ✦ Military Discipline and Conduct
- ✦ Appropriate Behavior
- ✦ Extremist Groups
- ✦ Army Language Policy
- ✦ Accommodating Religious Practices



Summary

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- ✦ EO Principles
- ✦ EO Program Components
- ✦ Related EO Programs

The background features a dark blue field filled with interlocking gears of various sizes, some in lighter shades of blue. On the left side, there is a vertical strip with a colorful, abstract, and textured pattern in shades of orange, yellow, and purple.

OIP



What to Expect

- ✦ Commander's Responsibilities
- ✦ Regulations and Documents
- ✦ Policy Letters
- ✦ Unit EO Training
- ✦ Focus Groups
- ✦ CO2



Commanders Responsibilities

- ★ Developed and Implemented EO Program
- ★ Procedures to Monitor / Asses EO Activities
- ★ Report EO Training on QTB
- ★ Command Climate Survey
- ★ Course Trained EOR
- ★ Information Board



Information Board

- ★ EO Points of Contact
 - ★ EOA(s)
 - ★ EOR(s)
- ★ Policy Letters (unit - installation)
- ★ Off-Limits Area(s)
- ★ Complaint Procedure Matrix



Regulations and Documents

- ✴ AR 600-20 (15 July 99)
- ✴ TC 26-6 (Commander's EO Handbook)
- ✴ DA Pam 350-20 (Unit EO Training Guide)
- ✴ TRADOC Reg 600-11
- ✴ FLW AAP
- ✴ BDE AAP
- ✴ FLW Reg 350-12
- ✴ AR 210-50 (pg. 36-39)
- ✴ Command Climate Survey (co)



Policy Letters

- ✦ Open Door Policy
- ✦ Equal Opportunity
- ✦ Complaint Procedures
 - ✦ Reprisal Protection
- ✦ Sexual Harassment
 - ✦ Reprisal Protection
 - ✦ Complaint Procedures

Unit EO Training

- ✦ Chain of Command Participation
- ✦ Training Documentation.
 - ✦ Type of Training
 - ✦ Date, Length, Time of Training
 - ✦ Instructor and Attendance Roster
 - ✦ Issues Covered
- ✦ Conducted Quarterly
 - ✦ Annotated on Training Schedule
 - ✦ Training Conducted and Planned
- ✦ POSH Annotated on Individual Training Records.

Focus Groups

% Based on Unit Demographics

★ Unit EO Climate

- ★ Morale
- ★ Information Flow
- ★ Leadership Responsiveness
- ★ Perception of EO Climate
- ★ Command Emphasis of EO Programs

★ Soldiers EO Knowledge

- ★ EOA and EOR(s)
- ★ Army's EO Program
- ★ Sexual Harassment
- ★ Complaint Procedures
- ★ Military Whistle Blower Protection Act

CO2

- ★ Commanders Responsibilities
 - ★ Policy Letter(s)
 - ★ Command Participation
 - ★ Reported on QTB
 - ★ Trained Facilitators
 - ★ Annotated on Training Calendar/Schedule
- ★ Group Roster(s)
- ★ Facilitator Roster(s)
- ★ Documentation
 - ★ Topic
 - ★ Facilitator
 - ★ Length, Date, Time
 - ★ Issues Covered
 - ★ Attendance Rosters
 - ★ Feedback Mechanism



Summary

- ✦ Commander's Responsibilities
- ✦ Regulations and Documents
- ✦ Policy Letters
- ✦ Unit EO Training
- ✦ Focus Groups
- ✦ CO2